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IN OTHER NEWS

What will next year bring?

If we knew exactly what the future holds we would all make a lot of money but one thing is for sure and that is we can help mould our own future and direction.

Unity will help us get fairness and equality and help hold others to account.

This year saw a lot of issues come to the forefront of discussion but yet again the regulators of the industry achieved bugger all.

One thing the industry needs to remember is that it is not our fault the industry is in the state it is in as we have no real say in its regulation.

We have no representation on the Board and the closest thing we have to

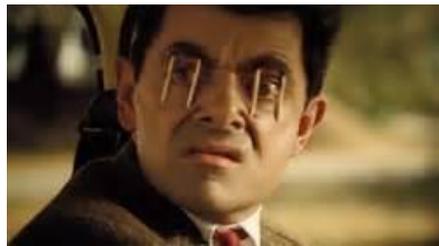
Creativity at Christmas



The Plumbers Gasfitters and Drainlayers Board have been very creative this year – there has been creative accounting; creative balancing of the annual report and creative interpretations of definitions and legislation, but no matter what they have done it's hard to beat this piece of creative festive celebration.

Well done to the little plumbing elves!

Issues don't stop over the holidays: blink and you may miss them.



The Christmas holidays have snuck up on us quicker than most would like, and there are still a lot of unresolved issues out there, and tactics being tactics if you blink you may miss them!!

Every person deserves to believe there can be change and that is what we want. Over the holidays you may want to reflect on what you want in the industry and let us know. Keep your eyes open and don't let people with hidden agendas pull the wool over your eyes.

When enjoying your family and friends think about what you can do next year to retain that lifestyle or to make it better. What action can you take to retain family traditions? Our work is what provides for our families so if work is good without restriction and unwarranted costs then it is both good for us and for our families.

The days of the Kiwi sitting back and doing nothing are at an end because others will just take more and more from you as you are considered an easy target. Keep your eyes and ears open as issues may not affect you now but one day they will. Remember prevention is better than cure.

Season Greetings from the Federation Chairman



Another year of accountability and competence has passed and we can take time to sit back have a beer and reflect on the Federation's activities this past year.

governance in the industry is Master Plumbers and the Federation. For whatever reason the Master Plumbers Executive don't want to meet with the Federation to find common ground.

It seems that until there is some form of unity in the industry it will continue to be a battle with some flip flopping between causes dependent on what the agenda is and what they can gain from it.

A lot of people may not realise that the Federation as an organisation was not the first choice, a union was. The initial thoughts were to form a union and become affiliated to one of the large unions but when we looked at the issues there were employer and employee issues that needed addressing.

One of the rules for the formation of a union is that employers can't be part of the union so hence the formation of the Federation.

So the Federation has become an outlet for opinions of employers, employees, trainees and apprentices.

To date there have been no conflicts of opinion that have not been able to be resolved by talking it through, and members are getting value for money due to the passion of those stepping up to fight the fight.

Next year will see the Federation develop even further as we will need to be bigger, better and stronger to survive the devious tactics being

I want to thank the executive committee for their tireless efforts in keeping the Federation operational with limited resources. They have taken on the might of the government, government departments, the Plumbers Gasfitters and Drainlayers Board and even a registered charity for less than \$10,000 for the year. That may have to change next year as we get closer and closer to court action, but frugality has been at the forefront of each decision we make as we are conscious that we are spending YOUR money.

A lesson like this would be well taken on board by the PGDB who seem to have no pricks of conscience when spending YOUR money. At this charitable time of the year it seems odd to be at conflict with a registered charity but perhaps it reinforces what charity actually is. Perhaps it helps us think about what we are trying to achieve as a Federation.

I had a person say to me the other day that it's been a good year for the Federation and they don't know how I find time to run a business and also be Chairman of the Federation. I feel it is an honour to be voted as Chairman by a group of people whom I highly respect and any one of which could be Chairperson of the Federation.

I see it as a title only position as all the people who step up to be counted are equals. They contribute their strengths in different ways to achieve a common purpose of fairness and equality in the industry. Their reward is not money, not position but an internal reward of knowing what they are doing is right. They can walk proud amongst their families and friends and look their children and grandchildren in the eye and say they have made a difference for their future.

This year we have seen a number of initiatives get off the ground such as the formation of the Federation Industry Board. Members have provided their opinions in a number of areas and probably haven't been utilised as much as they should have but nonetheless, they have still contributed so thank you to them all for stepping up.

One of the issues facing the Federation is time commitment to achieve results and as it stands it takes us a while to action the "nice to have" issues such as tee shirts, stickers and membership certificates. Due to our commitments we concentrate on the "fight" and with the time left over we attend to the other issues. We apologise if we are late getting gear to you.

The executive committee and I would like to thank everyone for their contributions of time, money, information and support and wish you and your families and colleagues all a Merry Christmas and a Happy New Year!

I know the Editor has five easy rules to follow this festive season so I will give you one final thought: we all eat too much during the holidays but look at it this way the bigger we get the more shade we provide for others!

employed in an attempt to control the industry.

Country wide representation is what is needed, people from the industry for the industry. People voted into representative positions by their peers.

The Federation Executive Committee and Industry Board will be looking at the generation of finance to achieve this.

Minimal fees may be introduced to fund meetings but we don't want one centre of power, we want to get around the country for meetings in all areas so all can attend.

The Federation is you and we will all need to invest in our own future because no one else will do it for us.

Remember the price of a pie a week can make all the difference.



If you think you can find the time to join us in the fight for equality and fairness in our industry then drop us a line – let us know that you would be happy to organise a local meeting. Don't worry if you've never done anything like this before – every journey began with the first step.

Make a difference in your community!!

The Editor says take care, enjoy the holidays and follow these five simple rules.



Drink plenty of fluids



Get plenty of sleep



Check the depth of water before diving in



Enjoy the park with the kids



Check vital equipment before using it.



Keep safe everyone and see you in the New Year.